

UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF NORTH CAROLINA  
SOUTHERN DIVISION  
Civil Action No.: 7:22-CV-00063-D

EMMANUEL JEAN-FRANCOIS, ALICIA )  
JOHNSON, and WANDA KING, on behalf )  
of themselves and all others similarly )  
situated, )

Plaintiffs, )

v. )

SMITHFIELD FOODS, INC., )  
SMITHFIELD PACKAGED MEATS )  
CORP., SMITHFIELD FRESH MEATS )  
CORP., and SMITHFIELD )  
DISTRIBUTION, LLC, )

Defendants. )

**ORDER GRANTING**  
**CONSENT MOTION FOR APPROVAL**  
**OF SETTLEMENT OF FLSA ACTION**

UPON CONSIDERATION of the Plaintiffs' Consent Motion for Approval of Settlement of FLSA Action ("Motion"), the Motion is GRANTED as follows:

- (1) the Court finds that the Parties' proposed Settlement constitutes a fair and reasonable compromise of disputed claims under the Fair Labor Standards Act arising from a *bona fide* dispute;
- (2) the Parties' proposed Settlement is approved, including the payment to Plaintiffs, the release of claims, and payment of attorneys' fees as set forth therein; and
- (3) the action is dismissed with prejudice.

SO ORDERED. This the 27 day of March, 2024.

  
JAMES C. DEVER III  
United States District Judge